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15 Sep 76  
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SUBJECT: Reserve Employee Appointments

1. Re the question pertaining to the hiring of retired military officers as Reserve Employees, [ ] states that STATINTL retired Agency employees, other retired U.S. Government civilian employees, and retired military officers whose retirement is based on service may be hired to meet only those requirements that cannot be filled either by the internal reassignment or training of on-duty personnel, or by the recruitment of new employees who are qualified and who may be expected to serve a considerable number of years with the Agency. A retiree whose retirement is based on service and who is being employed in staff status will be given either a temporary or reserve appointment. It is apparent, therefore, that in the case questioned the retired military officer is not being discriminated against as all retirees who are employed by the Agency for a stated period of time are given reserve appointments.

STATINTL

2. [ ] defines Reserve employees as staff personnel who are employed with the intention that they will serve in a non-career status for a period of more than one year, but not to exceed five years. Reserve appointments will terminate at the end of the prescribed period, or earlier if the employees services are no longer needed. Reserve appointments may also be renewed for additional periods of five years or less.

3. Agency policy follows similar Civil Service Commission policy re "Term Employment" as outlined in FPM 316,3-1. Term employment may be used under conditions authorized by the Commission to fill positions that will last longer than one year but are clearly of a project nature and will terminate upon completion of the project. Term employment is used for periods in excess of one year but may not exceed four years. Reserve Officer appointments in the State Department (FAM 122.3) also terminate upon the expiration of five years or upon the expiration of need for the officer's services, whichever is earlier.

4. Following is a breakdown, by Directorate and grade, of Agency reserve employee appointments as of 31 August 1976:

	Total	18	17	16	15	14	13	12	11	10	09	08	07	06/5
Exec	7	2	1	2	1		1							
DDA	13				1		1		1		1	1		1/7
DDO	10					2	4							2/2
DDI	10				4	3		1	1					1
DDS&T	37			1	13	5		2		1	5	6	2	1/1
TOTAL	77	2	1	3	19	10	6	3	2	1	6	7	2	4/11

As represented by these statistics, the Agency has only seventy-seven (77) <sup>reserve</sup> employees which indicates that utilization follows the intent of  regarding the temporary nature of such employment. There appears to be a continuing need for a "term" appointment similar to what the CSC and the State Department have established in order for the Agency to recruit officers who have special talents and to satisfy requirements that are of a temporary nature. If reserve appointments are used to meet personnel requirements of less than five years duration and such requirements

are to employ specialists or other individuals who possess urgently needed special qualifications, then a limited type appointment is appropriate ~~along~~ *in addition to* ~~with~~ long-term career employee status.